

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dengan *employee engagement* pada guru honorer Sekolah Dasar. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* dengan *employee engagement*. Subjek penelitian ini berjumlah 47 orang. Penentuan subjek penelitian menggunakan teknik purposive sampling. Pengumpulan data menggunakan alat ukur berupa Skala *perceived organizational support* dan Skala *employee engagement*. Metode analisis yang digunakan adalah *product moment* dari Pearson. Hasil analisis diperoleh nilai korelasi sebesar $r = 0.717$ dan $p = 0,000$ ($p < 0,050$). Nilai koefisien determinasi (*R squared*) sebesar 0.514 yang berarti *perceived organizational support* memberikan sumbangan efektif sebesar 51,4% terhadap resiliensi dalam pengasuhan. Hasil penelitian menunjukkan terdapat hubungan positif antara *perceived organizational support* dengan *employee engagement* pada guru honorer Sekolah Dasar.

Kata Kunci : *Employee Engagement, Perceived Organizational Support*

ABSTRACT

This study aims to determine the relationship between perceived organizational support with employee engagement in elementary school honorary teachers. The hypothesis of this study is that there is positive relationship between perceived organizational support with employee engagement. Total subjects are 47 elementary school honorary teachers in Bantul. Research subjects are determined by purposive sampling technique. The method of data collection in this study uses perceived organizational support scale and employee engagement scale, data analysis method uses product moment analysis method from Pearson. Data analysis method used is Pearson Correlation. Data analysis results obtained correlation value $r = 0.717$ and $p = 0.000$ ($p < 0,050$). The coefficient determination (R squared) 0,514 which means perceived organizational support contribution effective amounted to 51,4% againts employee engagement. The result show that there is a significant positive correlation between perceived organizational support with employee engagement in elementary school honorary teachers.

Keyword: *perceived organizational support, employee engagement, honorary teachers*

